

**Teacher Advisory Committee Meeting
West High School Library
Wednesday, February 28, 2018**

Present:

Bob Thomas, Superintendent
August Askins, Holston Middle
Tiffany Holmes, Lonsdale
Michelle Keaton, Paul Kelley Academy
Antoinette Williams, Farragut Intermediate
Laura Davis, West High School
Jim Porter, Powell High
Amy Cox, Halls Elementary
Ali Umbarger, Sunnyview
Natalie Dowling, Carter High
Kelly Farr, Mount Olive
Rebecca Loveday, Farragut Middle School
Kitty Pruett, Northwest Middle School
Nicole Sanders, Christenberry Elementary School
Tanya Coats, KCEA Representative

Guests:

Joe Snyder, KCS Finance Department
Rodney Russell, KCS Consultant
Joni Joyce, KCS Finance Department
Knoxville News Sentinel
WATE Channel 6
Chad Smith, Principal at Powell High School
Beth Lackey, Principal at Spring Hill Elementary
Jessica Strickland, Principal at Halls Middle School

Not Present:

Jarrod Pendergraft, South-Doyle Middle
Merry Anderson, Karns Middle
Chris Beatty, System wide
Katheryne Cohen, West Haven
Blair Harrison, Pond Gap Elementary School
Beth Howard, Farragut High School

Superintendent Bob Thomas

- Mr. Thomas welcomed everyone and thanked them for being there.

TIGER Pilot Discussion:

- Rodney Russell introduced the elementary, middle and high school principals to the committee and encouraged them to ask questions that they may have regarding the TIGER pilot.
- All three principals brought a veteran teacher and a first year teacher to each share their experience and thoughts regarding the TIGER pilot.
- Mr. Chad Smith, Principal at Powell High School shared that the TIGER model is a game changer at his school. He stated that it has allowed him to have a true reflection of instruction in his school.
- Ms. Beth Lackey, Principal at Spring Hill Elementary shared that an evaluation should not be a "gotcha", it should be affirmation. She stated that the TIGER pilot has allowed her to visit classrooms more frequently and not stay as long. She also shared that the teachers like getting frequent feedback from their administrators.
- Ms. Jessica Strickland, Principal at Halls Middle School shared that teachers found TIGER to be less stressful. She stated that teachers like receiving specific feedback regarding their evaluations. She also shared that TIGER allows each building to develop evaluations around what works for their building.
- Mr. Chad Smith stated that it is a lot of work on the front end, but worth it at the end of the year.
- Committee member ask how the lead teacher role changes under TIGER.
- Committee member ask if information stayed in the system until the next year.
- There was a lot of discussion around protective coaching for first year teachers.

- The group agreed that it was very beneficial to first year teachers to have protective coaching.
- There was discussion about the scoring process with TIGER and what points during the year do staff receive a score.
- Committee member ask about how many visits each teacher gets per year. Ms. Lackey stated it depends on the teacher and which teachers need her support the most.
- Ms. Jessica Strickland stated that she hoped that the TIGER model stayed and all schools in the district switched to it.
- Committee member ask if there were unannounced visits with TIGER and the group stated yes, 50% are unannounced.
- Committee member ask how TIGER and TEAM are different at the end of the year. TIGER starts and ends with a self-assessment.
- There was discussion about how to get other principals in the district onboard with TIGER.
- Committee member suggested that the panel of principals attend one of the next principal meetings and talk about their experience with TIGER.
- Committee member ask how TIGER worked for support staff. Mr. Chad Smith stated that he watches what counselors, secretaries, etc. do every day.
- Rodney ask the veteran teachers to speak about flexibility and their thoughts about TIGER.
- All veteran teaches spoke very highly of TIGER and the flexibility that comes with it.
- Committee member ask what is next in regarding to TIGER.
- Mr. Thomas ask the group if anyone wanted to go back to the TEAM model.
- Committee member ask about training for TIGER. Mr. Rodney Russell confirmed that an annual recertification is required.
- There was discussion regarding lead teachers compensation.
- Mr. Rodney Russell talked about PILOT being added to all schools in Knox County and what that process would look like.
- Mr. Russell shared that he thought there would be some schools that piloted TIGER would choose to go back to TEAM.
- Mr. Bob Thomas stated that he was discouraged to hear that some schools would want to go back to TEAM.
- Overall the discussion about TIGER was positive and the committee enjoyed hearing principals, veteran teachers and first year teachers share their experience with the pilot.

Compensation for Summer Work

- Committee member shared concern that some staff are required to work during the summer and are not being compensated for it.
- Committee member shared that there are comp days or flex days offered, but they would rather have the pay.
- There are major concerns that some of the staff are getting paid, while others are not.
- Mr. Bob Thomas ask the committee if Ms. Heather Willis knew about the concerns and the committee member stated yes.
- Committee member asked about summer school and Mr. Thomas stated that at this time there would not be summer school.
- Committee members suggested a stipend be offered to teachers who are mentors.
- The committee felt like there is a gap between administration and teachers. They suggested having a meeting together to let everyone hear the concerns.
- Committee member shared that school counselors are over worked and there needs to be more counselors at the schools to help with the work load.

Closing Remarks:

- Mr. Thomas thanked everyone for being at the meeting and also for being flexible with the schedule change.
- Mr. Thomas shared that the Top 40 Work Places Survey would be going out in the next couple weeks and he ask the committee to make sure and take the survey.

Next Meeting

- Next Meeting will be Thursday, March 29 at 4:30 pm in the West High School Library